



# How a Product Executive at a P&C Carrier Reduced Hiring Time by 83% And Built a High-Performing Team by Partnering With Galecki Search Associates

## CASE STUDY



**95%**

offer acceptance rate



**23**

candidates placed at  
client company



**67%**

of candidates placed  
are female



"I feel like it's a true partnership with Jacob Galecki, where he knows what we need... I can give him very specific criteria of who we're looking for and he will find the right talent. It's the communication, the speed, the partnership, and the vetting that he does on his side. That's just really different relative to other recruiters."

**About this case study:** Our client is a Product Executive at a Property and Casualty Insurance Carrier.

## Highlights

### Challenges

- Struggling to attract high-quality talent
- Building a diverse team
- Spending a lot of time in the recruitment process

### Solution

Galecki Search

Associates provided:

- Deep understanding of the company and its culture
- A pipeline of highly qualified candidates
- Qualified talent when there's a need
- Expertise in the Property & Casualty industry
- Excellent customer service

### Results

- 83% reduction in candidate hiring time
- 23 diverse candidates hired
- 67% of candidates placed are female
- 95% offer acceptance rate
- Hired candidates are high-performing employees

## Challenges

### Attracting high-quality and diverse talent fast

Three years ago, a Product Executive had a big vision for the team they were building. They wanted to create a strong culture with diverse and high-performing talent.

But, the process of building the dream team was met with some challenges, the key one being that they were struggling to attract strong talent.

Naturally, the Product Executive started reaching out to their network to fill open roles. They got very little traffic when they shared open roles on social media sites like LinkedIn. This recruitment method was very time-consuming and it often took them 6 months to fill a role.



"It took more time because we had to spend a lot of pre-interview time explaining to people what the company is like, what our culture is like, and what the role is going to be like," the Product Executive says.

Even after spending a lot of time and effort hiring from their network, the Product Executive was not impressed with the results.



"As I brought in people that I knew, I realized I wasn't getting the diversity of thought and background that makes a team strong. I was missing out on talent that had ideas from other industries and companies I hadn't personally worked at," they narrate.

While their company had an internal recruiting team, it was not familiar with the Product Executive's vision for the team they were building and the kind of people they wanted in the role.

The Product Executive needed to shift gears and find diverse talent with a new approach.

They needed to hire a recruitment firm. But, any old recruitment firm would not do.



"I was looking for a recruiter that could do more than just pure actuarial hiring. There are a few common recruiters in the market that you could tap for actuaries, but if I'm thinking more broadly, product managers and product developers, there honestly aren't a lot of search firms in the country that specialize or focus on that," they said.

That's when they met Jacob Galecki from Galecki Search Associates.



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# Solution

## Recruiting the best-fit candidate for the role

When the Product Executive engaged Galecki Search Associates, Galecki put their unique 4-step recruitment process to work.

### Step 1: Understanding the company and its culture

The team at Galecki took time to understand the kind of team that the Product Executive was trying to build and the skills that they wanted.



"We spent a lot of time upfront talking about what our company is like, the kind of culture I wanted to drive, and how our organization might be different from other companies," the Product Executive explains.

### Step 2: Creating a pipeline for current and future hiring needs

After understanding the Product Executive's vision and their company culture, Galecki built a roster of potential candidates that met the criteria. The depth and quality of this roster amazed the Product Executive.



"Jacob and his team have an unbelievable network and reputation. It has allowed us to find candidates that I never would have found on my own from carriers that I don't have any contacts with," observes the Product Executive.

### Step 3: Maintaining relationships with potential candidates

The team at Galecki has a knack for maintaining relationships with potential candidates without hounding them. These relationships come in handy when the Product Executive has an open role.



#### Step 4: Submitting qualified talent when there's a need

Nowadays, when the Product Executive has a job opening, they reach out to Jacob with a job description and he asks them clarifying questions.



"He will call me and ask, 'Is there anything unique about this? How big is the team? Who are their peers going to be? Is there any gap that you're trying to fill that your other managers don't have?' He asks the right questions so he can truly get a sense of what the role is," the Product Executive says.

The team at Galecki then talks to the hiring managers and within a week the Product Executive receives a short stack of vetted resumes. They have never received the resume of a candidate that they didn't want to interview and they are often spoiled for choice.



"We went through interviews with all four candidates with a big panel and the whole panel got in one room and we couldn't decide because everyone said, 'I would take any one of these four and I'm so bummed we only have one role'," reflects the Product Executive.

After the Product Executive selects the candidates that they are interested in, the interview process happens really fast thanks to Galecki's ability to prepare candidates.

The Product Executive appreciates Galecki's **focus and expertise in the Property and Casualty industry**.



"Jacob understands the roles very, very well, and he is specialized. There's not a big market for product managers as an example...but he's able to get great qualified candidates in the door that are ready to interview," the Product Executive says.

The team at Galecki is very **customer-focused** and the Product Executive is impressed by that.



"Galecki wants to deliver for me and help me be successful. They want to find the right candidate that is going to be the right fit for my role. They also feel strongly about finding the right fit for candidates and doing right by them," states the Product Executive.



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# Results

## 83% reduction in hiring time

After 3 years of partnering with Galecki, the Product Executive couldn't be happier with the results. In December 2020, Galecki filled 4 out of 5 (80%) of the Product Executive's product manager roles. In total, the client company has **placed 23 candidates through Galecki**.

The Product Executive is thrilled because Galecki has helped them actualize their vision of building a diverse team. Of the candidates that Galecki has placed in their company, **over 67% have been female**, a gender that is underrepresented in the insurance industry.



"I talked to Jacob about the importance of having a diverse pool of candidates, gender, racial-ethnic backgrounds, different companies, and different ages. We had that conversation once, and the next round of candidates I got was just unbelievably diverse," reports the Product Executive.

Before partnering with Galecki, it would take the Product Executive up to 6 months to fill a role. With Galecki, it takes them 1 month, which represents an **83% reduction in the time it takes to hire for a senior position**.

The Product Executive attributes this reduction in hiring time to Galecki's ability to set realistic expectations.



"He really sets us and the candidates up for success. They have realistic expectations of what the culture and the company are like. What they see in the interview process matches their expectations. Similarly, he sets the company up for success by telling us what the candidate would need in order to accept," says the Product Executive.

Because the team at Galecki vets candidates thoroughly, **95% of the Product Executive's offers are accepted** by candidates.





"I've gotten a pretty quick yes from 18 candidates (out of 19), which is outrageous," reflects the Product Executive.

This has made life easier for them and reduced frustration.



"When we have an open role, I know I'm going to find someone fantastic from Jacob to fill that seat very quickly."

The Product Executive is amazed by the performance of the candidates recruited by Galecki.



"They are higher caliber talent than what I was able to get on my own. I haven't hired anyone from Galecki that I have said, okay, they're pretty good. They are all really, really solid to absolutely outstanding. It is very unusual to have such a great track record," says the Product Executive enthusiastically.



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